

United States Penitentiary Hazelton / Federal Correctional Institution Morgantown

**1640 Skyview Drive
Bruceton Mills, WV 26525
and
446 Greenbag Road
Morgantown, WV 26507**

Psychology Internship Program



USP Hazelton / FCI Morgantown

USP Hazelton is a high security federal prison for men with an adjacent secure female prison, located approximately 30 minutes east of Morgantown, West Virginia. FCI Morgantown is a minimum security federal prison for men located in Morgantown, West Virginia. The total staff complement between the two institutions is 663. While the largest number of staff are in Correctional Services, the institution has employees in Unit Management, Education, Religious Services, Health Services, Psychology, Employee Services, Food Services, Facilities, and Financial Management, among others. Approximately 76% of the staff are male and 24% are female.

The primary mission of Psychology Services within the Bureau is to provide appropriate psychological, psychoeducational, and consultative services to inmates and staff. Psychological services within the institution are designed to ensure that every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community. The focus of treatment varies from the amelioration of crisis situations to the modification of deeply entrenched maladaptive patterns of thinking and behaving.

Consistent with research in this area, a large proportion of general correctional inmates present with significant character disorder and substance abuse problems. Some do not manifest any clear psychopathology, while a significant number exhibit the full range of Axis I pathology, particularly psychotic spectrum, affective, and anxiety disorders. There is a high base rate for open and closed head injury, and the population includes extreme forms of psychopathology rarely seen in any other setting.

Psychology Internship at USP Hazelton/FCI Morgantown

Objectives and Philosophy

The predoctoral professional psychology internship program at USP Hazelton / FCI Morgantown endeavors to prepare interns primarily for entry level service as practicing clinical and counseling psychologists. Exposure to a correctional facility and experience in our general inmate population make our interns especially well trained for continued work within prison settings. Training is also sufficiently broad that interns are well suited for work in a wide variety of non-correctional settings. In addition, exposure to specialty rotations provide interns with a significant foundation for postdoctoral training, experience, and development in substance abuse and trauma treatment. The responsibility to provide interns with broadly applicable generalist skills while acknowledging the special needs and characteristics of a correctional setting has led to our adoption of the Local Clinical Scientist Model to guide our training and practice.

Central to the concept of the Local Clinical Scientist is a professional who combines training and knowledge in the scientific content of psychology with an ongoing application of scientific principles in the practice of psychology. Interns bring to internship considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to scientific bases of psychological practice via didactic training seminars, assigned readings, and supervision of clinical work. In addition, the internship program provides, via extensive exposure to clinical training experiences and clinical supervision, abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases.

The training philosophy of the internship program emphasizes experiential learning and takes into account both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. We therefore focus on three critical components of the internship experience at USP Hazelton / FCI Morgantown: opportunity, experience, and guidance.

Opportunity - USP Hazelton / FCI Morgantown provides many rich training opportunities. Interns work with varied clinical presentations in psychodiagnostic assessment and evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter both male and female clients, inmates of all ages and security levels, those with chronic mental disorders, as well as healthy inmates in our general population. The institutions house inmates from around the globe. Our training program allows interns to spend four months on the general rotation and four months on each of two speciality training rotations.

Experience - Interns at USP Hazelton / FCI Morgantown pursue both common and individualized training goals, gaining experience that addresses areas of both remediation and growth. Individual initiative in setting goals, seeking varied experiences, and providing clinical services to the inmate population is encouraged. Intern training experiences include collaborative work with psychologists, physicians, and other medical and correctional professionals. As a supplement to in vivo learning experiences, a series of didactic training seminars provides formal instruction in a variety of relevant topics.

Guidance - The internship at USP Hazelton / FCI Morgantown is very challenging. The inmate population, the dynamics of working within a federal prison, and the high expectations for professional responsibility present interns with challenges not found in other training settings. Our training program provides a structure within which interns can meet the demands of this challenging environment while still being supported and encouraged to seek out learning opportunities. An intensive 80 hour orientation program provides interns with information essential for working within a correctional facility. A 16 hour departmental orientation introduces interns to their roles as mental health providers within the institution. Throughout the training year, in addition to formal supervision sessions, interns are encouraged to seek the guidance of all supervisory

staff. Interns at USP Hazelton / FCI Morgantown are a significant component of the Psychology Services Department by virtue of their numbers, their contribution to clinical services in the institution, and the extent to which they bring new energy, enthusiasm, and clinical expertise. As such, interns are highly valued, appreciated, and supported.

The overarching goal of the internship program is to provide training that will prepare interns with a broad range of skills necessary for successful entry level service as clinical and counseling psychologists and to pursue more in depth training and experience in the following speciality areas: chronic mental illness, drug treatment, and female offenders/trauma treatment. Inherent in this goal, and consistent with the Local Clinical Scientist training model, is the development of critical thinking skills relevant to clinical issues. An individualized training plan is collaboratively developed at the beginning of the year. Training is conceptualized as a stepwise progression of clinical experiences that are graded in complexity. It is anticipated that over the course of the 12 month program, interns will develop increasing autonomy and skills as an developing early career psychologist.

Core Curriculum

There are a number of vital functions and services provided by Psychology Services that are common to all rotations. The primary services offered by the Psychology Services department serve as a framework for the core curriculum of the 40 hour per week internship program. Interns can expect to spend at least 20 hours engaged in face-to-face delivery of services to inmates. All interns receive training and supervised experience in the following areas.

Intake Screening: Each inmate who arrives at the facility is interviewed to assess current mental status and the appropriateness of further monitoring and intervention. At this time, programming recommendations are suggested, such as individual or group therapy, substance abuse treatment, anger management, and referrals for a psychiatric consultation.

Special Housing Unit (SHU): Inmates housed in the Special Housing Unit undergo a brief mental status examination at least every 30 days; however, many require much more frequent contact due to exacerbation of mental illness and/or acting out behaviors.

Suicide Prevention and Crisis Intervention: Immediate evaluation and intervention is offered to those inmates who may be experiencing a personal crisis, or whose mental status has decompensated. A psychologist is on-call after hours and on weekends to respond to such emergencies. All staff play a vital function in suicide prevention and are provided training in identifying warning signs and procedures for referral to Psychology Services.

Therapy: Clinical interventions include brief and long-term individual therapy as well as educational and process oriented group therapy. Therapy sessions and groups are generally held on a weekly basis. Group formats can range from psychoeducational topics to process-oriented and may reflect intern interests. Common topics have included anger management, stress management, criminal thinking, and symptom management.

Assessment: Psychological evaluations are performed in response to referrals from many sources, including other clinicians, the drug treatment staff, and education staff. Psychological testing is utilized when necessary to provide diagnostic information and to guide treatment.

Consultation, Evaluation, and Organizational Interventions: Frequent consultations occur with other departments, especially Psychiatry, Health Services, Unit Team, and Correctional Services. Building relationships and networking with other disciplines is essential for effective organizational intervention. All staff contribute to the yearly internal program evaluation (operational review) of department activities.

Medication Monitoring: Psychology Services monitors the mental status of inmates on psychotropic medications. Each inmate's level of functioning is assessed, including any change in symptoms or side effects to the medication. Referrals and consultation occur within the consult of weekly telepsychiatry clinics.

Rotations

Interns complete three rotations over the course of the training year, each lasting approximately 16 weeks. Each intern completes the General Population rotation and will choose two of the three speciality rotations (Mental Health, Drug Abuse Treatment, and Female Offenders / Trauma Treatment).

General Population Rotation: The general population rotation occurs at USP Hazelton. The rotation focuses primarily on providing general mental health services to inmates. A major emphasis on this rotation is to prepare interns to function as generalist correctional psychologists. As such, interns gain supervised experience in the tasks that are considered vital psychological services. Many of these activities are common across all mental health settings, while other clinical activities are specific to correctional settings.

All inmates who arrive at USP Hazelton participate in an intake screening, where their overall mental status and suitability for general population is determined. Interns conduct individual therapy, which may include short-term or long-term treatment, depending on the clinical needs of the inmate. Interns are given latitude regarding the type of groups they facilitate, which may vary with their interests. Suicide and dangerousness risk assessments are routinely conducted on this rotation. Interns

receive referrals for psychodiagnostic testing, and administer, score, interpret, and present the results.

Interns will assist with conducting Special Housing Unit (SHU) reviews, whereby the mental status of all inmates housed in SHU 30 days or longer is assessed. Interns help train and monitor the Suicide Watch Companion Team. The team consists of inmates especially trained to conduct constant visual observations during suicide watches. Interns also monitor general population inmates who take psychotropic medication, make psychiatric referrals, and consult with the psychiatrist.

Mental Health Rotation: The mental health rotation occurs at USP Hazelton. The focus of the mental health rotation includes training experiences that are clinical, administrative and case management-oriented with the persistently mentally ill population at USP Hazelton, particularly those participating in residential treatment. These inmates are typically diagnosed with schizophrenia, schizoaffective disorder, major depression, bipolar disorder, and/or are cognitively impaired.

Interns are involved in clinical services that include assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes and medication management. The overall purpose is to reduce psychological distress and to empower participants in the management of their symptoms, as well as facilitating their adjustment to incarceration. The intern will facilitate a number of time-limited psychoeducational groups focused on specific diagnostic categories or other topics. Topics could include chronic medical conditions, depressive or anxiety disorders, grief and loss, social skills (for lower functioning clients) or other topics of the intern's choice.

Training is provided on the process for evaluating an inmate's appropriate care level and determining the necessary services. Consultations and training with the psychiatrist is offered, with an emphasis on developing additional knowledge in the area of psychopharmacology.

Drug Abuse Treatment Rotation: The drug abuse rotation provides exposure to the wide range of drug abuse treatment programming offered by the Bureau of Prisons. Experience in non-residential treatment and drug education will be provided at USP Hazelton and the Secure Female Facility, and experience and training in residential drug treatment will be provided at FCI Morgantown.

Interns are part of the teaching team for the Drug Education class. Drug Education is a didactic experience which entails the intern providing instruction to inmates regarding how drugs effect the body. This is a mandated program for many inmates. Interns have the opportunity to conduct their own Non-Residential Drug Treatment Group. This is a weekly process oriented, cognitive-behavioral group. Interns also have the training experience of co-leading/leading a phase of treatment within the 500 Hour Residential Drug Abuse Treatment Program (RDAP) at FCI Morgantown. RDAP is a 9-month intensive program whereby inmates participate daily and live in a treatment community

housing unit. As new policy has recently been published regarding Psychology Programs (including Drug Abuse Treatment Programs), the intern will become familiar with the Modified Therapeutic Community format and work within this framework.

Interns become familiarized with the Psychology Data System (PDS) and how to document required treatment notes and attendance. The intern develops familiarity with the assessment process for an inmate's entrance into the RDAP, which includes understanding the inmates' Presentence Report, conducting eligibility interviews, and synthesizing these components. The assessment process involves conducting diagnostic interviews. The intern also participates in Drug Abuse/Unit Team meetings.

Female Offenders / Trauma Treatment Rotation: Working with female offenders is a unique and challenging opportunity. Today, approximately 6.7% of the federal prison population is female, representing the largest number of female offenders in the BOP's history. The female offender population is increasing at a rate higher than the male population. Programs and facilities are being developed and upgraded to meet the needs of this expanding population. This rotation is located at the Secure Female Facility at USP Hazelton.

Female offenders report high rates of victimization from sexual and/or physical abuse as well as histories of substance abuse. Understanding these factors assist staff in working with female offenders in helping them make a positive reintegration into society.

Interns will participate in the assessment and treatment of female inmates within the framework of the Resolve Program. The Resolve Program is a non-residential trauma treatment program for female inmates. The program was developed for the large number of female inmates who have experienced traumatic life events that have, in some cases, contributed to the development of mental illnesses. The purpose of this program is to decrease the incidence of trauma-related psychological disorders and improve the inmates' level of functioning; increase the effectiveness of other treatment, such as RDAP; manage inmates more effectively by reducing institutional misconduct, segregation placements, and crisis intervention contacts; and contribute to public safety by reducing recidivism and enhancing the ability of inmates to function as productive citizens.

Didactic Training

Interns participate in a planned weekly series of lectures, case conferences, workshops, discussions, and seminars on a multitude of issues. A wide range of topics is typically covered within a given internship year. Examples include counseling HIV positive inmates, prediction of dangerousness, assessment of malingering, treatment of personality disorders, suicide risk assessment, review of the MMPI and MCMI, counseling victims of sexual violence, ethical and legal issues for psychologists,

counseling minority clients, psychopharmacology updates, substance abuse counseling with inmates, and job search preparation. In conjunction with the Internship Program Coordinator, each intern will gain experience in the development and facilitation of three training seminars and/or clinical case presentations over the course of the year.

Supervision

Interns are expected to demonstrate a reasonable degree of autonomy and independence, consistent with their transition from student to practitioner. At the same time, trainees should expect sufficient oversight and supervision to ensure that they will benefit maximally from training opportunities and to ensure quality services to clientele. The psychology internship adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision. Ample opportunity for unscheduled and less formal supervision is also afforded. Interns will also receive a significant amount of group and peer supervision through staff meetings, formal case reviews, intern seminars, and in house continuing education.

Time is also set aside for interns to meet as a group each week as an opportunity for the development of group identity, support, the interchange of ideas, and group problem solving. It also ensures ready input by interns into training issues. The Internship Program Coordinator and the Chiefs of Psychology are available to attend at the interns' request.

Interns maintain an ongoing record of the supervision they receive. Written evaluations are prepared quarterly based on feedback from all supervisory staff. These are reviewed with the interns, and the middle and end of the year evaluations are copied to the relevant graduate programs. Interns also complete evaluations of the quality of training and supervision they receive, and this feedback is utilized by the faculty to further enhance the program. Upon satisfactory completion of the training year, each intern will receive a certificate of participation, and notification to this effect will be forwarded to the intern's graduate program.

Research

Intern participation in research is encouraged at USP Hazelton / FCI Morgantown. Interns may request to spend up to ten percent of their work week engaged in planning, conducting, and evaluating research. Frequently, this involves the dissertation, but this allotment of time may also be used for other activities, such as staff projects or the interns' own approved programs. Opportunities exist for interns to conduct dissertation research using inmates or staff as research subjects. However, applicants should note that empirical research projects using Bureau staff or inmates as subjects require formal

review and approval by the agency. Anyone planning such a project should initiate review **before** the start of the training year.

Staff and Resources

Currently, USP Hazelton has 7 full-time psychologists, 4 drug treatment specialists, and 2 administrative assistants. Two psychologists are licensed in West Virginia. FCI Morgantown has 3 full-time psychologists, 9 drug treatment specialists, and 1 administrative assistant. Two psychologists are licensed in West Virginia.

Psychology Services are centralized within the institutions, which contributes to a professional atmosphere and a close working relationship with colleagues. A full-time administrative assistant provides the staff with clerical support. Several large classrooms are available for meetings, seminars, and group treatment. Private office space and computers are available for intern use. Educational materials and DVDs on psychological and drug treatment topics are available, as well as psychological testing materials. Our staff include:

Jeffrey A. Hammond, Ph.D. - Chief Psychologist, USP Hazelton

Dr. Hammond has been a licensed psychologist since 1984. He created and maintained a private consulting practice in Maryland providing a variety of clinical services, including jail consultation, forensic assessments, juvenile home consultations, and psychotherapy. He joined the BOP in 1990 as Director of Clinical Training at FCI Morgantown and developed and maintained an APA accredited Internship in Professional Psychology. He has taught graduate courses at West Virginia University and Marshall University. He later served as Chief Psychologist at FCI Morgantown and currently serves as Chief Psychologist at USP Hazelton.

Edward Baker, Ph.D. - Chief Psychologist, FCI Morgantown

In 1997, Edward Baker earned a Ph.D. in Clinical Psychology from the University of Texas Southwestern Graduate School of Biomedical Sciences in Dallas, Texas. He completed an APA-accredited internship through the Department of Psychiatry, in Dallas. His internship experiences included forensic rotations at Terrell State Hospital and the Federal Medical Center, Carswell, Texas. He has performed numerous federal and state forensic evaluations. Dr. Baker started his career with the Bureau of Prisons in 1998 at FMC Carswell. In 1999, he transferred to FCI Morgantown and was promoted to Drug Abuse Program Coordinator. He is currently the Acting Chief of Psychology Services at FCI Morgantown. Dr. Baker is an Adjunct Assistant Professor of Clinical Psychology at West Virginia University. He has taught at several colleges and is currently a faculty member at the University of Phoenix and Capella University. He is currently licensed as a psychologist in West Virginia and is on the National Register of Health Service Providers in Psychology.

Cathy L. Thompson, Ph.D. - Internship Program Coordinator, USP Hazelton

Dr. Thompson was awarded her Ph.D. in Clinical Psychology from Texas Tech University in 2000. She became licensed as a psychologist in Texas in 2002. She began her career as a psychology intern in the BOP at FMC Fort Worth, Texas, in 1999. Since that time she has worked in three other federal prisons in West Virginia and North Carolina, in a variety of program coordinator positions. In addition, she is a faculty member at Walden University. Her professional interests include assessment and treatment of anxiety disorders, terrorism, and suicide prevention.

Thomas Fanning, Psy.D. - Drug Abuse Programs Coordinator, USP Hazelton

In 1998, Dr. Fanning graduated from the Illinois School of Professional Psychology: Chicago Campus (now Argosy University). He is licensed in the state of Wisconsin. From 1998-2000, he was employed by the Wisconsin Department of Corrections as a Staff Psychologist. In 2000, he was hired by the Bureau of Prisons as the Residential Drug Abuse Programs Coordinator at FCI Fort Dix. In 2001, he transferred to Indian Health Service, and from 2001-2008 he worked on the Fort Peck Indian Reservation in Montana as a Staff Psychologist. In 2008 he transferred to USP Hazelton where he is currently employed as the Drug Abuse Program Coordinator for the United States Penitentiary, Secure Female Facility, and Satellite Prison Camp. His professional interests include brief counseling, medication management, crisis management, and hostage negotiations.

Geoff Grimm, Ph.D. - Specialty Program Coordinator, USP Hazelton

In 1994, Geoff Grimm earned a terminal master's in community counseling from West Virginia University (WVU). He began to work in community mental health, as a licensed professional counselor. He later entered an APA-accredited Ph.D. program in counseling psychology, also at WVU. In 2000, he completed an APA-accredited internship at Eastern State Hospital in Vinita, Oklahoma, and in 2001 earned his Ph.D. He was from 2001 to 2006, the staff psychologist on the forensic admissions unit at Sharpe State Hospital in Weston, WV. He also conducted forensic evaluations at Bateman State Hospital in Huntington, WV, and at the WV DHHR-Regional Jails, Forensic Evaluation Unit, in Charleston, WV. In 2006, he was credentialed through the WV DHHR Bureau of Health and Health Facilities as an Independent Forensic Evaluator. In 2006, Dr. Grimm joined the Federal Bureau of Prisons, United States Penitentiary, Hazelton, where he is now a specialty program coordinator at the Secure Female Facility. Dr. Grimm is also a Clinical Assistant Professor with the WVU School of Medicine, Department of Behavioral and Psychiatry, for whom he is a guest lecturer, and part-time site supervisor with the Forensic Fellowship Program.

Richard Williams, Psy.D. - Drug Abuse Program Coordinator, FCI Morgantown

Dr. Williams was awarded his Psy.D. in Clinical Psychology in 1998 from the Georgia

School of Professional Psychology (now Argosy University). He began his bureau career as a practicum student at FPC Atlanta in 1996 and move on to FMC Lexington from 1997-1998 as a pre-doctoral intern. For 1998-2001, he worked as the Chief Psychologist at FCI Yazoo City. From 2001 to 2006 he worked as the Drug Program Coordinator at FPC Seymour Johnson and split his time between FCI Butner/FPC Seymour Johnson. From 2006 to 2009, he worked as the Residential Drug Program Coordinator at U.S.P. Lewisburg. In 2009, he transferred to FCI Morgantown as the Residential Program Coordinator. His professional interests include intellectual assessment, personality assessment, brief counseling, residential therapeutic treatment communities, and working with HIV/AIDS clients.

Angela Plaughter-Brown, Psy.D. - Challenge Program Coordinator, USP Hazelton

Dr. Plaughter-Brown received her undergraduate degree from Frostburg State University, master's degree and Psy.D. from Argosy University, Washington, DC., and graduated with specializations in both Forensic and Multicultural Psychology. While employed as a Staff Psychologist for the Bureau, Dr. Plaughter-Brown has the opportunity to work with both male and female inmates. In addition to her required duties, she coordinates the Inmate Companion Program at the female institution, which involves training and utilizing inmates as observers while other inmates are on watch. She also runs the Self-Help Library, and facilitates an anger management group. She has presented several papers on the multicultural perspective and psychotherapy and has conducted several workshops and seminars on clinical supervision, including multicultural supervision, situational leadership, and organizational leadership. In addition to these areas, Dr. Plaughter-Brown has an interest in the areas of mindfulness and spirituality. She has a certificate in Complementary and Alternative Medicine and has an interest in implementing learned techniques when working with patients who suffer from chronic pain.

Robert L. Roff, Ph.D. - Staff Psychologist, FCI Morgantown

Dr. Roff is responsible for differential diagnosis and treatment of inmates with a variety of Axis I and II disorders, including the influence of prior traumas on symptom presentation or diagnosis. He evaluates inmates for suitability for psychotropic medications and coordinates with Health Services regarding inmate referrals for the contract psychiatrist. He is a member of the Crisis Support Team and facilitates the Veterans Support Group. He consults with drug treatment staff regarding inmates having disorders other than addiction, which can affect their addiction treatment. He is responsible for the supervision of masters interns, with some supervision of doctoral practicum students.

Evaluation and Grievance Process

Evaluation of intern progress occurs both informally and formally. On an informal basis,

supervisors and interns are encouraged to have frequent discussion regarding strengths and areas for improvement. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation. Interns also complete an evaluation of the supervisor and their experience on the particular rotation. It is hoped that there will be no major surprises for either the intern or the supervisor at the end of the rotation, given the emphasis placed on on-going evaluation and feedback. The written evaluations are given to the Internship Program Coordinator, who forwards a copy to the intern's academic program. If an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and activities to facilitate growth in that area. Additional supervision will be provided as needed, until the intern demonstrates an acceptable level of competency.

Interns are encouraged to report any and all concerns regarding professional, ethical, or systemic problems. It is suggested that an informal approach be initiated whereby the intern brings the issue to the attention of the individual involved. This may not be a viable approach in every situation. In those instances the "chain of command" may be useful. In ascending order, the intern may bring the issue to the attention of the Internship Program Coordinator, the Chief Psychologist, the Associate Warden of Programs, and the Warden. Interns may also elect to use the institutions Alternative Dispute Resolution program. Interns will become familiarized with the formal grievance process during their orientation. Concerns may also be reported to APPIC (202-589-0600), or the APA (202-336-5979).

The Greater Morgantown Area

USP Hazelton / FCI Morgantown is located in northern West Virginia. USP Hazelton is located approximately 30 minutes east of downtown Morgantown along I-68, in the community of Bruceton Mills. FCI Morgantown is located in the city of Morgantown.

Morgantown, with an area population of over 88,000 people, is the educational, medical, cultural, and commercial hub of the region. Morgantown is home to West Virginia University (WVU), one of the top research universities in the country, with an enrollment of 28,000 students. The University has a strong graduate programs in Clinical and Counseling Psychology, and the internship site maintains a close working relationship with the faculty and students from those programs as well as staff at the Louis A. Johnson VA Medical Center located in Clarksburg, West Virginia; the Chestnut Ridge Psychiatric Hospital in Morgantown; and the West Virginia University School of Medicine.

Morgantown is frequently ranked as one of the top cities and metropolitan areas in the country in terms of quality of life. It offers many of the amenities of a larger city with the convenience of a smaller town. Major attractions include WVU football and athletic events, special events (e.g., the Mountaineer Balloon Festival, the West Virginia Wine and Jazz Festival, and the Arts on the River Festival), live theatre and concerts, fall foliage, Cooper's Rock State Forest, white water rafting and mountain biking.

Pittsburgh is the closest "big city" and is approximately a 1-hour drive, and the institution's convenient location lends itself well to weekend road trips to Baltimore, Philadelphia, Richmond, and Washington, DC.

There are a number of housing options in Morgantown, including affordable rentals (i.e., approximately \$750 for a 2-bedroom apartment).

Directions to USP Hazelton

From Morgantown, east-bound on I-68, take Exit 29 - Hazelton. Turn left and proceed over the highway overpass. Make a right on Casteel Road and follow it for approximately one mile. Turn left at the sign identifying the institution (across from the Microtel Inn) and proceed approximately one mile to the Penitentiary.

From Maryland, west-bound on I-68, take the Exit 29 - Hazelton. Turn right and then right again on Casteel Road. Follow the road for approximately one mile. Turn left at the sign identifying the institution (across from the Microtel Inn) and proceed approximately one mile to the Penitentiary.

Employment Opportunities within the Federal Bureau of Prisons

For over thirty years the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with the federal prison system. Forty-six percent of the current Chief Psychologists completed practicum, internship, or post doctoral training with the BOP. Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as being uniquely qualified. Therefore, the agency looks to our intern classes first in making employment offers.

Newly selected staff, who have just completed their doctoral programs, typically start at the GS-11 salary level (currently \$56,411). Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current range \$67,613 - \$87,893) with further increases to the GS-13 and GS-14 levels possible.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you would have the opportunity to be involved in:

- Providing Correctional Mental Health Services
- Suicide Prevention Program
- Substance Abuse Treatment
- Sex Offender Treatment
- Forensic Evaluations for the Federal Courts
- Hostage Negotiation Training
- Crisis Intervention Response Team for Trauma Victims
- Predoctoral Internship Training Program
- Employee Assistance Program
- Inpatient Mental Health Program
- Staff Training
- Research

Annual continuing education is available as a part of each psychologist's professional development program. Many attend seminars, workshops, or the annual APA convention.

Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility (maximum, medium, minimum, and administrative) in which they wish to work. In addition, there are a number of newly activated institutions where psychologists play a pivotal role in designing programming and services.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for sheltering extra income similar to a 401K plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer.

In accordance with Public Law 100-238, applicants for career BOP positions must be under the age of 37 at the time of initial appointment. The internship is a temporary appointment, so age requirements are waived. However, age requirements will apply to your qualification for a career appointment if you intend to apply for a permanent appointment following internship.

APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM

Accreditation

The internship program at USP Hazelton / FCI Morgantown received its initial year of funding for training year 2010-2011. FCI Morgantown has a long training history with both practicum and internship training. They have been working closely with students and preparing psychologists to enter the workforce since the early 1980's. They had a pre-doctoral internship program, which was accredited by the American Psychological Association (APA) from 1992-1999. The internship program is committed to pursuing APA accreditation at the earliest possible time.

USP Hazelton / FCI Morgantown will seek membership in the Association of Psychology Postdoctoral and Internship Centers (APPIC). Consistent with membership in APPIC, this program agrees to abide by the policy that no person at this facility will solicit, accept, or use any ranking related information from applicants. The internship participates in the APPIC match with the National Matching Service (NMS). Applicants must obtain the Applicant Agreement Package from NMS and register for the matching program in order to be eligible. For more information on APPIC, call (202) 589-0600 or visit the website at www.appic.org.

Benefits

Interns receive a GS-09, Step 1 salary of approximately \$48,179, and accrue annual leave (vacation time) and sick leave at the rate of four hours for every two week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training. As temporary employees, interns are not eligible for health insurance or retirement benefits. Interns are required to complete 2,000 of training at USP Hazelton / FCI Morgantown, and are encouraged to judiciously use their vacation and sick leave. The starting date for the internship occurs during the last two weeks of August.

Requirements and Procedures

The positions offered for the 2010 -2011 year are open to all students with United States citizenship enrolled in APA-accredited doctoral programs in clinical and counseling psychology. However, Psychology programs that follow APA accreditation guidelines and are actively pursuing accreditation may be considered. Although prior work experience in a prison setting is not required, training or work experiences compatible with corrections or forensic work is desirable in candidates. In order to be internship eligible, students must have successfully completed all doctoral course work, other than the dissertation, by the beginning of the internship.

The Bureau of Prisons is an Equal Opportunity Employer. The Internship Program encourages the application of ethnic minority and diverse students. Persons with disabilities may be employed in a law enforcement position if they meet the medical and physical requirements for correctional work.

All applicants must be registered with the National Matching Services, Inc. (NMS) in order to be eligible for this internship program. Positions will be filled strictly in accordance with APPIC policy.

All application materials should be submitted by **NOVEMBER 15.**

After the deadline, completed applications are evaluated and candidates are invited for an interview. Interviews will generally be held during January. A personal interview at the site has obvious advantages for both parties and are strongly encouraged. No telephone interviews will be conducted.

Internship offers resulting from participation in the APPIC matching process are tentative and remain contingent upon meeting all federal employment guidelines and upon continued funding of the training program. All Bureau of Prisons positions are designated as "sensitive." Consequently, applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final. This procedure includes a Pre-

Employment Interview with our Human Resources Department, as well as a background investigation and drug screen.

Required Materials

You may apply to one or more of the Bureau of Prisons internship programs and your credentials will be evaluated independently at each site. You will only have to complete the pre-employment interview at one site, and the results may be shared with the other BOP facilities to which you apply. However, you will need to submit a separate, completed application to each program for which you wish to be considered.

*To have your application considered, all application materials must be submitted by **November 15** via APPI Online.*

All completed applications at USP Hazelton / FCI Morgantown will include:

1. The AAPI Online Application for Psychology Internship available on the APPIC website (<http://www.appic.org>)
2. A cover letter describing the applicant's interest in, and fit with, the internship program at USP Hazelton / FCI Morgantown
3. Curriculum vitae describing all relevant academic and clinical experience
4. Transcripts of all graduate work
5. Three letters of recommendation from different sources who are familiar with the applicant's work as a psychologist trainee and personal qualifications
6. One work sample with all identifying data eliminated. Select an adult client whose report, at minimum, includes background information, current behavioral observations,

The members of the Training Committee at USP Hazelton / FCI Morgantown are very excited about our internship program and appreciate your interest. Feel free to contact the Internship Program Coordinator, Dr. Cathy Thompson, if you have any questions.

Dr. Cathy Thompson
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